

Organizations of Pakistan working on following business ethics rules to develop their ethical values.

Honesty:

If executive level will be honest the whole organization will follow their leader and work according to it. In Pakistan now they are working mainly to create honesty in work and maintain it.

Integrity:

Integrity starts from the upper level and even political executives matters a lot in that point. These days in Pakistan values are growing well and states own institutes start accountability of positions and this way good people will grow only and business intuitions will more ethical ways.

Loyalty:

Every person should be loyal towards it's job and work and Pakistan is working on education of building loyalty in employees and their owners.

Concern for others:

In Pakistan we have tradition to be helpful for others and that ethical value we already have we even our institutes are working on it to grow it further.

Respect for others:

At work place if you will have respect you will feel comfortable and it will grow your productivity. Respect gives you more motivation towards your works and this way you good results. Pakistan is a country where in institutions people shows respect to others and work together.

BUSINESS ETHICS IN INDIA

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Until the year 1992, ethics in business was hardly a topic of concerted engagement at any level-except in 2 or 3 business schools in the country. It was only the 2 billion dollar stock exchange fiasco in 1992, the Harshad Mehta scam which threw up the ethics issue at the macro level. Business Ethics is in the forefront since India got its own Enron – The Satyam scandal.

As one Shell executive observed ‘we have 300 years of experience with financial accounting, 30 years with environmental accounting and virtually none with social/ethical accounting. Globalisation has multiplied the ethical problems facing organisation. The new companies act 2013 with its focus on corporate governance has created the need for organizations setting ethical and ethical program. Most of the changes have been made with the aim of increasing ethical conduct and creating more transparency in order to prevent repetition of scandals and economic crisis.

Even though lot of organizations has their own ethical programs, they are not properly followed by employees. Despite positive claims for the value of ethics programmers, studies suggest their direct effect on behavior is rather slight. One possible explanation is that ethical culture, rather than ethics programmers, has the strongest influence on behavior. This does not mean ethics programmers are unimportant, as they may serve to nurture and strengthen ethical culture.

The present business environment in India is characterized by four important socio-economical and political parameters. India has:

1. A functioning democracy, with independent judiciary and a free press.
2. A free market, globalised economy with an active private sector.
3. Ease of entry and exit for businesses.
4. A large number of NGOs – voluntary non-government organizations for social causes – are active.

Though India needs to make several improvements in each of these parameters to become a top class nation, the situation today is much better than the era before 1991-2010. This is evidenced by the high rate of growth of GDP in the range of 8.0 to 9.0 percent for the past several years. Given this business environment, all businesses – production, trade, and services – need to survive and grow in fiercely competitive globalised markets. Can any business really afford to be unethical?

Every business in the competitive markets of today and tomorrow is, in fact, behaving ethically with all its stakeholders simply because it needs to survive and grow. Unethical practices with stakeholders lead invariably to the extinction of the business, sooner or later.

Almost all of the unethical behavior of the businesses in India are in the area of their interface with the government administration at

all levels; nation, state, city and village. Most common unethical behaviors are tax-evasion and the six different ways of corruption, which are: speed money, nuisance value, underhand commission, nepotism, avoiding legal punishment and bending/ breaking laws/rules. And inside organizations most common forms of misconduct – lying and abusive behavior – are nearly universal.

What the government can do to stop unethical practices by business enterprises or personnel even though it has set up firm ethical policies for business enterprises and personnel?

In my opinion in any kind of business enterprise or government a firm resolve by top level management can make it possible for the business enterprise or government body to behave ethically. So the government should keep an eye on the top level managements and make sure they follow the ethical code without creating any discomfort for them, which eventually lead to a better organizations and better country.

And what can the organizations do to make to make the workplace better?

In my opinion top level management should promote ethical leadership and ethical leaders, ensure high quality ethics program and should make sure every personnel in the company is aware of it, if any person is pressurized to perform unethical practices the company should identify and address the sources, make sure the reports of misconducts should be confidential as the reporters may face retaliation and finally they should find an opportunity every now and then to educate and promote values and codes.

According to 2018 Global Business Ethics Survey (Ethics and Compliance Initiative), leaders should brace themselves for rising of misconduct of employees in the days ahead.

These are some of the statics given by the ECI on present scenario of Indian business ethics [1]:

Pressure to compromise standards: 40 %;

Observed misconduct: 40 %;

Reported misconduct: 82 %;

Experienced retaliation: 74 %;

Supervisor commitment: 68 % (under strong learning culture), 38 % (under weak learning culture);

Managerial commitment: 55 % (under strong learning culture), 45 % (under weak learning culture);

(Note: Reports of misconduct rise 94 % when top management verbally promotes workplace integrity);

Program awareness: 42 % (all six), 54 % (some elements present), 4 % (no elements present);

(Note: Six program elements: written standards of work place integrity; training on the standard of workplace integrity; ability to seek feedback and advice related to workplace integrity; confidential or anonymous reporting mechanism; workplace integrity as part of performance appraisal; formal process to discipline violations of the code of conduct);

Program implementation: 28 % (well implemented program), 45 % (moderately implemented program), 27 % (poorly implemented program);

(Note: Well implemented programs are rare. Only one in six employees know about the program elements and exhibit evidence that their organization's program is effective).

Reference

1. 2018 Global Business Ethics Survey [Electronic resource]. – Access mode:
<https://www.ethics.org/ecihome/research/gbes> – Name the screen.
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